

KENTUCKY DEPARTMENT OF EDUCATION

STAFF NOTE

Review Item:

KDE Employment Report

Applicable Statute or Regulation:

KRS 18A, KRS 156.017, House Bill 502 (Budget Bill-2000 General Assembly); Executive Order 96-612, House Bill 727 (1998 General Assembly)

History/Background:

Existing Policy. The Kentucky Board of Education authorized a minimum 10% minority employment goal for the Department of Education in 1994. This percentage approaches the state minority student population. In addition, KRS 18A.138, passed in 1996, represented legislative confirmation of Governor Patton's Executive Order 96-612, which continued the State Affirmative Action Plan in force as in previous administrations.

The Department of Education's minority employment goal exceeds the Kentucky State Government goal and is designed to: 1) provide equal opportunities for recruitment and selection at all levels of the department; 2) mirror the student population of Kentucky's schools; and, 3) provide for a multi-talented and diverse workforce that can provide quality leadership and professional services to local school district administrators, teachers, parents, students and citizens.

The Kentucky Department of Education (as of the close of business, February 28, 2005) employed 640 full time employees. The department's full time workforce includes 567 non-minority employees and 73 minority employees. Minority employees represent 11.4% of the department's full time workforce. The department's Frankfort-based full time workforce of 384 employees includes 337 non-minority employees and 45 minority employees. Minority employees represent 11.7% of the department's full time, Frankfort-based work force. One year ago, on February 29, 2004, department employment stood at 663. Of these, 77 (11.6%) were minority employees. The department's full time workforce has therefore decreased by 23 (3.5%) over the past year and overall minority employment has decreased by 4 during that same period. Minority employment as a percentage of the overall workforce has decreased by 0.2% from one year ago. Among Frankfort-based positions, overall employment one year ago stood at 399, with 49 (12.3%) of Frankfort-based positions held by minorities. Therefore, KDE Frankfort-based overall employment has decreased by 15 over the past year, and minority employment in Frankfort-based positions has decreased by 4 during that same period. Minority

employment as a percentage of overall employment among Frankfort-based positions has decreased by 0.6%. During the two-month period from January 1 through February 28, 2005, there were 12 KDE appointments, none of whom were minority appointments. There were 0 appointments to leadership positions, 8 appointments to professional positions, and 4 appointments to support positions. There were 9 separations from employment with the department; of these, 3 were minority employees. There was 1 separation from a leadership position (a minority); there were 5 separations from professional positions (2 of whom were minority employees) and 3 separations from support staff positions (neither of whom was a minority employee).

The Kentucky Department of Education hiring is currently subject to a hiring freeze issued by Governor Fletcher's Executive Order 2003-023. This order implements a hiring freeze covering all vacant positions throughout state government and limits the establishment of new positions to those certified as necessary by the agency head and approved as such by the Governor and Commissioner of Personnel.

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